

THE CITY OF STOCKTON

invites your interest in the position of

OFFICE OF VIOLENCE PREVENTION DIRECTOR



**Annual Salary Up to
\$196,611 DOQ**

Filing Date: September 13, 2021

www.stocktonca.gov

The Ideal Candidate

The City of Stockton is seeking an innovative and impactful leader for the position of the Office of Violence Prevention Director. This is an at-will position reporting directly to the City Manager. The Office of Violence Prevention Director is responsible for:

- providing the overall strategic direction toward eliminating gun/gang violence in Stockton, using data driven partnership programs and strategies;
- managing the day-to-day operations of the Office, including direct services and service coordination of nonprofit contracts on behalf the City for the department;
- being the expert and technical advisor on using a public health and community driven approach to eliminate violence; and
- working closely and collaboratively with City, County, nonprofit partners and community members to align efforts and sustain a citywide network of violence prevention and intervention services, while also identifying and engaging individuals who are at the highest risk of participating in or being a victim of violent crime and connecting them to comprehensive support services.

Candidate Qualities

The ideal candidate will be a strategically focused and community-minded leader who can grow the capacity of the Office of Violence Prevention. The candidate will have well-developed interpersonal and communication skills to strengthen and expand community partnerships and work effectively with diverse stakeholders.

The successful candidate will be a confident, creative, and innovative professional who is comfortable working within a fast-paced public agency that values openness and transparency. He or she will bring a strong record of positive employee relations, emphasis on safety in the workplace, and knowledge of operating in an environment with both at-will employees and those represented by labor unions.

In addition to an approachable personal style, the successful candidate will be an exceptional listener with a “hands-on” style, able to inspire staff to achieve established performance requirements and personal development targets, as well as goals and objectives of the Office of Violence Prevention. The ideal candidate will be a data-oriented and outcome-driven problem solver committed to a community-driven approach to violence reduction and prevention.



The Department

The Office of Violence Prevention (OVP) works to strategically reduce the epidemic of gang/group gun violence throughout the city of Stockton, using data-driven partnership programs and strategies. The OVP seeks to minimize incarceration and promote opportunities for young people at the highest risk of violence – while strengthening community-police relations, particularly with those residents at disproportionately high risk of violence. The department employs a multiprong strategy, evidence-based and focused-deterrence, to understand and address the community need and to identify the target population. But equally important, the strategy incorporates a strong commitment to violence intervention services and support.

Priorities

- Expand capacity to systematically and strategically engage key community-based and public social service agencies in a real-time management/planning cycle.
- Strengthen the Ceasefire evidence-based communication component to effectively transition those at highest risk of violence to supports and services.
- Improve outcomes for young people at the very highest risk of violence and strengthen key program activities through building strong client relationships and expanding the menu of life skills curriculum.
- Strengthen the role and voice of people at the very highest risk of violence in program and policy.



Minimum Qualifications

Possession of a Bachelors degree from an accredited four-year college or university with major coursework in sociology, counseling, social work, public administration, criminology or a closely related field AND three (3) years of management or administrative experience in a government or public agency or a non-profit agency servicing a governmental agency involving leadership, facilitation, and project management in the area of violence prevention or related community outreach/improvement programs.

Other Qualifications

Possession of a valid California Class C driver's license.

Compensation & Benefits

The salary range for this position is up to \$196,611 Annually and will depend on the background and qualifications of the successful candidate.

The City's excellent benefits program includes, but is not limited to:

- Work Schedule — City of Stockton office hours and work schedule: 7:30 a.m. to 5:30 p.m., Monday through Thursday; 8 a.m. to 5 p.m. on Fridays, with alternating Fridays off
- Vacation — 188 hours of vacation per year
- Holidays — 13 fixed and 1 floating per year
- Sick Leave — 96 hours per year
- Health Benefits — City pays a significant portion of the premium for medical and hospitalization, dental and orthodontia, vision, and prescription coverage for employees and dependents.
- Section 125, Flexible Spending Account — Employees may participate on pre-tax basis for daycare and medical expense reimbursement.
- Retirement — California Public Employees' Retirement System (CalPERS) with a 2% @ 62 formula for employees new to CalPERS. Employees considered "classic" members receive 2% @ 55 benefit formula.
- Deferred Compensation Plan — Available at the employee's option
- Life Insurance — Policy value of \$50,000

For a complete list of benefits offered by the City of Stockton, Visit www.stocktonca.gov/benefits

This position is at-will and is Exempt from Fair Labor and Standards Act (FLSA), does not qualify for overtime compensation, and is subject to the Fair Political Practices Commission (FPPC) annual filing requirements. For more information, visit www.fppc.ca.gov.

The City requires employees in this position to reasonably respond to emergencies at all times. The Office of Violence Prevention Director will be required to maintain a primary residence within 45 minutes of Stockton City Hall for a timely response to emergencies and to meet the health, safety and welfare needs of the City. New employees have up to three months from date of hire to comply with the requirement. Interested candidates must be willing to adhere to this requirement throughout the duration of employment.

Application & Selection Process

Please visit the City's website and submit an online application, supplemental questions, proof of education, resume, and cover letter by September 13, 2021.

A limited number of the best-qualified candidates — based on the information provided on the application and attachments — will be invited to participate in the selection process.

Visit www.stocktonca.gov/jobs

For assistance, please email recruitment@stocktonca.gov or call (209) 937-8233.

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